

# PASCUA YAQUI TRIBE TRADITIONAL HEALING PROGRAM

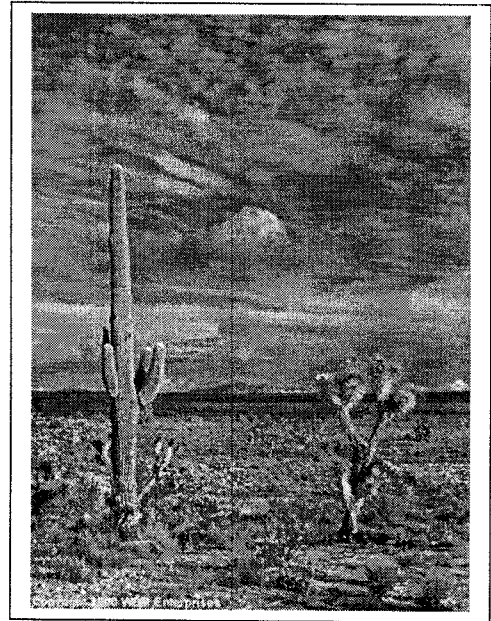
---

PREPARED BY:

Reuben Howard, MSHA  
Dolores Flores  
Angela Martinez  
Christina Oré de Boehm, MPH  
Maria R Garcia, DC

Pascua Yaqui Tribe  
Health Department  
7474 S Camino de Oeste  
Tucson, AZ 85757

---



PREPARED FOR:

T & TA for Counseling for Crime Victims in Indian Country by Faith Based  
Organizations  
United Solutions Education Group, Inc.  
Gina Gavaris

---

DATE: October 17, 2005



## Table of Contents

I. Pascua Yaqui Tribe .....	3
II. Tribal Health Programs .....	4 - 5
III. Traditional Healing Program .....	5 - 8
IV. Finance and Budget.....	9



## II. Tribal Health Programs

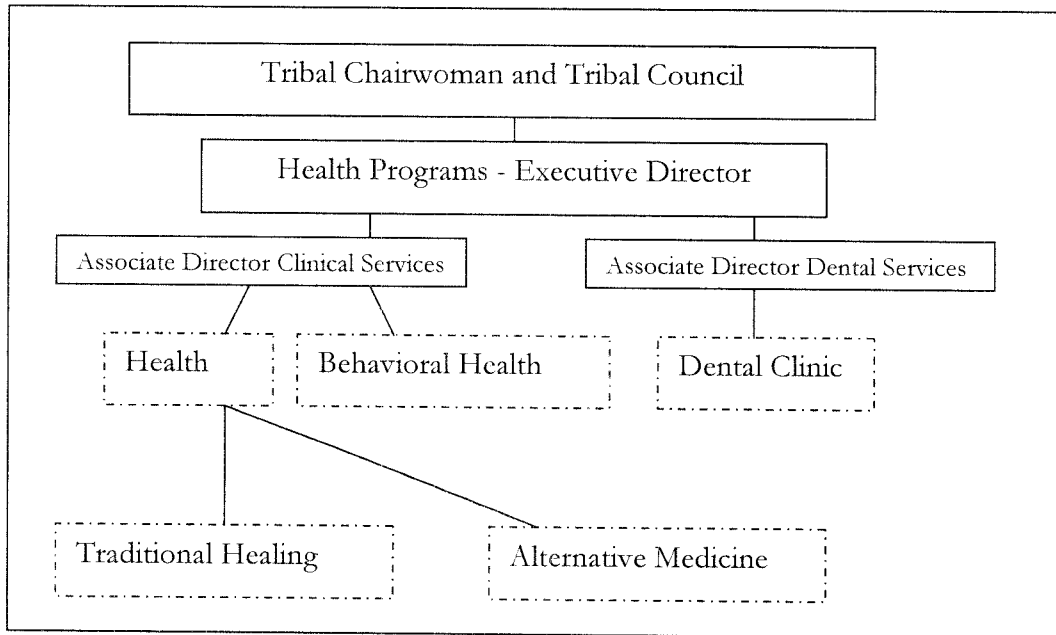
The organization of the Pascua Yaqui Tribe's health programs reflects a transition towards tribal health care management and services system, in accordance with the Indian Self-Determination and Educational Assistance Act (PL 93- 638). The various programs, funded by tribal, federal and state initiatives and grants, are diverse and reflect the fact that the Tribe is a sovereign nation entering into government to government agreements with the Federal government who has a relationship of trust responsibility to federally recognized Tribes.

The mission statement for the Pascua Yaqui Health Programs is as follows:

*To promote the highest possible standard for health and well-being of tribal members and their families within all Yoeme communities...we respect and dignify individual choices and Yoeme cultural values and traditions...using a holistic wellness approach, we support healing the mind, body and spirit... are committed to the prevention and treatment of disease and to the restoration of health in our Yoeme communities...we acknowledge the strength of the Yoeme communities and endeavor to honor and share our elders' wisdom for the future of our children. Through the service of our Health Programs, the Yoeme nation shall live in balance and harmony within the sacred circle of life.*

The Pascua Yaqui Tribal Health Programs can be described as complex, diverse and dynamic entity even with the common aim described above in the mission statement. The diverse nature of the Health Programs can be found by their numbers and the fact that many have their own underlying philosophies. There are approximately 26 programs and many project grants being implemented within the health programs ranging from cancer prevention to Traditional Healing. The Tribe contracts with outside agencies for medical care and dialysis services that have satellite clinics on the reservation. Figure 1 is an organizational chart specifically for the Traditional Healing program. Other health programs include the Dental clinic; community health nurses program, behavioral health, public health prevention programs, an alternative medicine clinic, and a Victim Services Program.

Figure 1: Tribal Organization Chart – Traditional Healing Program, 2005



### III. Traditional Healing Program

**Background**

The Traditional Healing Program (THP) and Alternative Medicine Program share history, location, facilities, and collaborate often to provide patient care, program outreach and other activities. Yet, the programs are separate within the Tribal Health Programs organization; THP has its own funding source and is managed separately.

In 1997 the Tribal Council formally approved the integration of the Traditional Healing Program within the Tribal government structure. This followed years of community and tribal health department personnel advocating for this program. The program was developed because of the need to redress the poor health status the Yoeme people have experienced post-colonization. Secondly, the program was developed to promote traditional knowledge for future generations of Yoeme people and as an alternative to western allopathic medicine. Many Tribal members had very little knowledge or experience about the healing powers of Traditional Healing.

Because the various Yoeme communities have embraced the program, as reflected in the high number of patients coming to the Program, the Tribal Council provided additional funding to support the Traditional Healing Exchange Program. The Exchange Program consists of bringing other traditional healers, *Hitevis*, from Yoeme Pueblos located in Sonora, Mexico, on a monthly basis.

All Tribal members and their families are eligible for services at no cost. The Tribal Council has provided funds to help support some of the operational costs of the THP. The other major source of financial support comes from the Indian Health Service, a federal agency. In Fiscal Year 2002, the Tribe was successful in negotiations with the Indian Health Service in redesigning a portion of the Tribes P.L.93-638 health contract to use funds to support the salary costs for the Traditional Healer (*Hitevi*).

### **Philosophy**

The philosophy is defined by a practice that is inherently holistic in nature where nothing is compartmentalized or isolated; the patient is treated to obtain overall spiritual, emotional mental and physical wellness. There is a relationship that develops or exists between client and healer based on trust and faith in the cultural and spiritual values of traditional healing. Please refer to our brochure for more information.

### **Program Description - policy and procedures**

The THP provides traditional healing as it has been done prior to colonization within the Yoeme communities. The traditional healing program does not imitate the medical setting of clinical policies, procedures and practices. There is very little documentation on the patient visit. No chart is maintained other than the Hitevi notes. Because THP is within the Health Program structure, HIPPA compliant forms are signed at the time a patient is seen at our medical and dental clinics. Therefore, the THP does not impose this requirement at intake.

The THP has developed guidelines regarding patient protocols, see attachments.

### **Healer(s) and staff**

There is one full-time employed Traditional Healer or Hitevi and Traditional Healers from Mexico that practice periodically as a part of the exchange program. On occasion when language interpreters are needed the Hitevi has a list of people that are available to perform this function and they have demonstrated confidentiality in similar setting.

### **Intake**

Historically traditional healing is a very private matter between the client and healer. There are no appointments made by telephone, no encounters forms filled out or monetary payment for services collected by the program. A patient or client usually walks in or calls to see if the healer is available for treatment. The healer may see the patient/client at the program or outside the program. For example, conduct home visits or visit other health facilities.

The traditional healers' utmost concern is to ensure the privacy and confidentiality of the patient.

### **Diagnosis**

The practice is based, in keeping with cultural values and similar to other complementary and alternative healing practices, on the relationship that develops between the healer and individual. Communication defines this relationship and is a means of diagnosis. The patient/client will describe the symptoms and concerns with the healer or share the diagnosis given by other providers.

### **Treatment**

The Hitevi will ask if the patient is willing to have their name noted and if so, will keep a log of what the patient was given for treatment. That is the only "official" documentation that is maintained.

The types of services or therapies provided by the traditional healing program include physical examination, deep tissue massage, spiritual or emotional consultations, counseling, smudging and other traditional healing rituals.

The Hitevi uses various herbs, roots, and flowers of plants to make teas and ointments, vitamins and /or certain foods may be recommended. Many of the herbs are particular to this region, Sonoran desert, and even more specifically connect to Yoeme indigenous knowledge and practice.

The majority of clients that come to the traditional healing program are older men and women, not many young people. The treatments are for general treatment for conditions and situations and not specific to either men or women. Treatments for victims of crimes are provided within the holistic philosophy of the THP and this service is usually provided through a referral from our Centered Spirit Program (Behavioral Health).

### **Prognosis**

The traditional healer will not give a prognosis for treating a condition. The results depend on many factors; patients' communication of their results from treatment, spiritual/emotional /physical/ mental response to treatment, and **belief in the treatment**.

### **Outcomes / Performance Measures**

There are no set outcomes measures/standards for the Traditional Healing Program. We keep very little information; it is very difficult to measure outcomes because of the lack of documentation of the treatment process.

According to the traditional healer, she asked that clients return and follow up with her on their progress and/or outcome. She indicated that there were often three comments that clients gave her when they returned, that they "feel better", "a miracle was done", and "yes, but now need to be treated for another problem".

The healer can only assume that a client that does not return has probably recovered and is feeling better. The healer does not push herself on people, which is indicative of a client – healer relationship based on trust.

#### **IV. Finance and Budget**

The costs for the THP is approximately \$50,000 a year.

## **1. Program Guidelines for Healers**

# Pascua Yaqui Tribe Health Department

## *Traditional Healer Exchange Program Guidelines*

### **Introduction:**

The Pascua Yaqui Traditional Healing Program was officially established in 1997 and draws upon time-tested traditional Yoeme ways of healing in maintaining the health and well being of tribal members. The healing methods used are a natural complement to modern medical and behavioral therapies. The Traditional Healing Program functions as a department within the Tribal Health Programs. At various times throughout the calendar year, Yoeme healers from Sonora, Mexico are invited to be guests of the program and to provide services to tribal members in the Tucson and Guadalupe area communities.

### **Tribal Health Programs Mission Statement**

The mission of the Pascua Yaqui Tribal Health Programs is to promote the highest possible standards for health and well-being of tribal members and their families within all Yoeme communities.

We respect and dignify individual choices and Yoeme cultural values and traditions.

Using a holistic wellness approach, we support healing the mind, body, and spirit, and we affirm the use of traditional healing herbs and prayer.

We are committed to the prevention, treatment of disease, and to the restoration of health in our Yoeme communities.

We are dedicated to bringing about emotional and spiritual unity within our Yoeme families.

We encourage healthful lifestyles through support and education of the benefits of balanced nutrition, moderate exercise and freedom from addiction.

We acknowledge the strength of the Yoeme communities and endeavor to honor and share our elders' wisdom for the future of our children.

Through the service of our Health Programs the Yoeme Nation shall live in balance and harmony within the sacred circle of life.

In continuance of this mission statement, the use of food is an important part of traditional healing activities and events. This is based on the fact that since ancient times,

the preparation and consumption of food has been a tradition of this tribe for the maintenance of health and restoration of body, mind, and spirit.

**Location and Hours of Operation:**

The traditional healing program is located in the Alternative Medicine Clinic Building in the Pascua Yaqui Tribe's administrative complex in New Pascua Village.

Address: 7474 South Camino de Oeste  
Tucson, AZ 85746

Telephone: (520) 879-6129

Days and Hours: Monday through Friday, and hours vary  
The Clinic is closed on all tribal and federal holidays.

**Administration**

Traditional Healing Program Director: Dolores A. Flores, Healer/Hitevi: 879-6130  
Health Programs Executive Director: Reuben Howard: 879-6019

The Health Programs operate under the governance of the Pascua Yaqui Tribal Council Chairwoman, Herminia Frias: 883-5006

**Services Provided to Guest Healers**

The following services will be provided for you during the healer exchange:

- 1) **Lodging:** While you are here the Pascua Yaqui Tribe will arrange lodging for the duration of your stay.
- 2) **Per-Diem:** To assist you in paying for meals and incidentals the Tribe will pay you a per-diem rate.
- 3) **Payment for Services:** You will be paid a daily rate by the Pascua Yaqui tribe for services provided.
- 4) **Emergency Medical Care:** Should you be in need of emergency medical care while you are here, the Pascua Yaqui Tribe will arrange for you to receive the care you need at no cost to you.
- 5) **Medical Supplies:** The Pascua Yaqui Tribe will assist you with procuring herbs and other medical supplies that you need to treat clients during clinic hours.
- 6) **Interpreters:** To assist you in communicating with non-Yoeme or non-Spanish speaking clients, interpreters will be provided.
- 7) **Use of Assistants:** Under some special circumstances, an assistant is invited to accompany the healer for the duration of his/her stay. If you have an assistant you need to bring, all arrangements must be agreed upon in advance.

### **Client Intake**

Referrals: Clients will be assigned to you by the Traditional Healing Program Director, Dolores Flores.

Scheduling: Clients will be scheduled for you between the hours of 9:00 A.M. to 5:00 P.M.

Location of Services: Services will be provided on-site in the alternative medicine clinic unless you are specially requested by the Program Director to do a home or other clinic visit.

### **Collection of Fees**

Services are provided to clients at no cost. Please do not solicit fees from clients for services rendered on behalf of the Pascua Yaqui Tribe. However, you may accept gifts or nominal donations from clients.

### **Guidelines for Client Treatment:**

1) Consent for treatment: Before being seen, all clients will sign a consent form giving you permission to assess, treat, and make recommendations for their care. The consent for treatment also explains the right a client has to express a concern or make a complaint about any aspect of their treatment.

2) Confidentiality: All clients seen in the health programs have a right to privacy of treatment. We ask that all clinicians review and sign the confidentiality agreement to help ensure that all client information is protected according to federal guidelines under HIPAA. (See attachment)

\*\*Reasons to Breach confidentiality: If you feel a client is in immediate danger please notify Dolores Flores immediately. She will help you decide what actions should occur next.

3) Treatment of Children: A parent must authorize treatment for a child and be present while treatment occurs.

4) Treatment of Adults: More than one person must be present in the room when treatment occurs. This could be an adult family member, a program assistant, or another healer.

5) Referrals to other providers: While treating clients you may encounter medical or emotional problems that are beyond the scope of your knowledge or practice. When this occurs please notify Dolores Flores and she can help you arrange for an appropriate referral to another medical or behavioral health specialist.

6) Documenting treatment:

Guest healers will document a treatment summary for all treatment sessions. See attachment) Assistance with documenting treatment can be provided.

### **Treating clients on your own time.**

During your stay it is understood that you may be asked to provide services to clients outside of the office (during evening and weekend hours). Please be aware that if you provide services you are acting on your own behalf and not as an employee or consultant to the Pascua Yaqui Tribe. When you make special arrangements to work with a client on your own you are responsible for providing all medical materials, herbs, etc and for collecting any payment agreed upon between you and the client.

### **Health and Safety Guidelines**

The alternative medicine clinic is routinely inspected by the IHS Office of Environmental Health and local Fire Departments. The Tribe's Environmental Services Division also takes regular care of the facility to ensure that it is safe for personnel and clients.

### **Standard Precautions:**

Infectious agents/diseases such as HIV/AIDS, hepatitis, and the transmission of other communicable diseases can be prevented by simple measures such as hand washing and the use of disposable gloves when appropriate. Trash cans are conveniently located for clients to discard their used tissues.

### **Hand Washing:**

General hand washing is necessary to minimize the risk of transmission of infection or disease to clients and staff members. Staff members are expected to wash hands after using the restroom, and before & after direct contact with clients, and before & after any food preparation. Proper hand washing procedure includes: Wet and soap hands, rub hands together thoroughly for at least 30 seconds, rinse hands thoroughly, dry hands with paper towel, turn off faucet with paper towels, and discard paper towels in the wastebasket. Hand washing reminders are posted in each restroom.

### **Gloves**

All First Aid kits are equipped with disposable gloves. Gloves will be worn when there may be contact with body fluids such as blood, vomit, urine or feces. Used gloves will be discarded.

### **First Aid Kits**

First Aid kits are secured in designated locations in the clinic and in all GSA vehicles. Written First Aid instructions are secured near the First Aid kit in all buildings and vehicles. Emergency phone numbers, including poison control, are posted at all telephones and are included in the First Aid Plan.

### **CPR and First Aid**

CPR/First Aid trained staff will be available during all hours of operation. Instructions for CPR and basic First Aid are included in the First Aid kits in all GSA vehicles.

### **Biohazard Materials**

Biohazard materials such as dirty diapers, body fluids (used tissues, blood, vomit, urine, feces), contaminated needles, and contaminated sharps are handled as follows:

Trash cans are conveniently located for clients to discard their used tissues.

Staff handling of items such as dirty diapers or materials contaminated with blood, vomit, urine, or feces will wear gloves and dispose of such items in plastic bags marked "biohazard". Maintenance staff will be notified to remove the materials from the facility. Contaminated needles and sharps: Used needles or sharps used in the clinic (for example, for AcuDetox) will not be bent, recapped, or broken, and will be stored in Red Sharps Containers.

### **Incident Reporting**

Incidents such as adverse events, serious illnesses, injuries, deaths, acute injuries resulting from cases of alleged abuse or neglect, or exploitation, or other emergencies must be thoroughly documented using the Incident Report form.

In case of an acute incident, immediate intervention should take place. This may include the provision of emergency care and notifying appropriate agencies as appropriate and required:

All incidents should be reported immediately to Dolores Flores or other staff members in the alternative medicine clinic. As part of Continuous Quality Improvement, all incident reports will be reviewed in the next staff meeting in order to prevent the recurrence of similar incidents.

### **No Smoking**

Smoking is not allowed in any tribal facility or GSA vehicle. If you smoke, you will be directed to designated outside smoking areas.

### **Your satisfaction**

We welcome you and hope that you have a wonderful experience as participant in our Yoeme Healer Exchange Program. We value your expertise and willingness to share your knowledge.

Your satisfaction is important to us and we welcome your feedback. Please feel free to contact Dolores Flores or Reuben Howard with any comments or concerns about your stay. Additionally, you may contact Herminia Frias, The Pascua Yaqui Tribal Chairwoman.

## **2. Treatment Summary Form**

**Traditional Healer Exchange Program  
Treatment Summary**

Date and Time Seen: \_\_\_\_\_ Healer: \_\_\_\_\_

Time Spent: \_\_\_\_\_ Name of Client (optional): \_\_\_\_\_

Age: \_\_\_\_\_ Gender: Male or Female ( circle)

**Services Provided:**

- Assessment
- Spiritual Consultation
- Massage
- Smudging or other rituals
- Counseling
- Other \_\_\_\_\_

**Services Prescribed or Recommended:**

- Herbs
- Food
- Oils
- Vitamins
- Counseling
- Other \_\_\_\_\_

Additional Notes:

---

---

---

Healer Signature \_\_\_\_\_

Traditional Medicine Program Manager Signature \_\_\_\_\_

### **3. Hitevi Job Description**

PASCUA YAQUI TRIBE

REVISED: 07/19/04

## JOB DESCRIPTION

**Job Title:** Traditional Healer  
**Dept./Division:** Health/Alternative Medicine  
**Supervised by:** Program Manager  
**Employee Type:** Salary  
**Pay Grade:** F

**NATURE OF WORK:** Under general supervision performs work of considerable difficulty healing the body physically, emotionally, mentally and spiritually through traditional healing.

*This list of duties and responsibilities is merely illustrative of the tasks performed by this position and is not all-inclusive.*

### **ESSENTIAL FUNCTIONS:**

- Accepts all Yoeme community members by referrals, appointment or walk-ins.
- Consults with patients, gives advice and recommends treatment and remedies via herbal medicines, massage, counseling, smudging or rituals.
- Promotes healthy living within the community and staff by informing individuals on food, diet and herbs that assist in healing and energizing.
- Recommends and prescribes herbs and foods for reducing stress and strain.
- Educates and informs individuals, small groups or large groups in a clinical setting or home visits.
- Maintains and manages records of each patient and client progress.
- Accepts referrals from other departments and programs such as Community Health, Alcohol and Substance Abuse Counselors, mental health personnel, etc.
- Establishes relationships and maintains communication with healers that specialize in other methods and refers clients as needed.
- Provides education to staff and community on cultural beliefs and traditional medicine.
- Performs other related duties as assigned.

### **ESSENTIAL KNOWLEDGE SKILLS & ABILITIES:**

Knowledge of:

- Yaqui language, culture, traditions, beliefs and religion
- Traditional healing methods
- Community health activities and clinic routines
- Basic health care practices and techniques
- Modern office practices and procedures

Skills to/in:

- Preparing and presenting educational workshops
- Maintaining clinical records
- Advising and recommending treatments
- Counseling in Yoeme ways

Ability to:

- Prepare complete and accurate reports
- Follow verbal and written instruction

**Traditional Healer**

Page 2

- Communicate effectively verbally and in writing
- Establish and maintain effective working relationships with employees, other agencies and the public
- Speak, read and write Yaqui

**MINIMUM QUALIFICATIONS:**

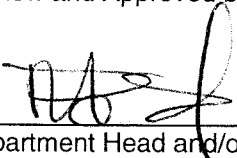
- Fifteen (15) years experience as healer gained through life experience; possess knowledge about traditional medicine and healing learned from elder healer.
- Must provide at least three (3) business-related reference letters.
- Must pass background check and drug test; fingerprinting determined by funding and sensitivity of position.

Note: This position may require the use of personal, GSA or Tribal vehicle for Tribal business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. Use of a personal vehicle for Tribal business will be prohibited if the employee is not authorized to drive a Tribal vehicle or if the employee does not have personal insurance coverage.

**PHYSICAL DEMANDS:** While performing the duties of this job, the employee is regularly required to sit; to use hands to handle and feel; to talk and hear. The employee is frequently required to stand and walk. The employee is occasionally required to reach with hands and arms.

**WORK ENVIRONMENTS:** The noise level in the work environment is usually moderate.


Review and Approved by:

  
\_\_\_\_\_  
Department Head and/or Designee

10/8/09  
Date

  
\_\_\_\_\_  
H.R. Manager/Classification & Compensation

12/2/04  
Date

  
\_\_\_\_\_  
Human Resources Director

12/8/04  
Date